

SALARY EQUITY COMMITTEE
UC Spruce A
September 7, 2021 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelter, de la Torre, Fischer, Greene, Parks, Trask

Absent: Kyle

Guests: Babbs, Levin

Call to Order

The meeting was called to order at 3:06pm.

Approval of the Agenda

Approved with the addition of pay pool accounting error and funding for promotional increases under new business.

Approval of the August 23, 2021 Minutes

Approved without objection.

Chair's Announcements (Greene)

- The out-of-state employment policy has been sent to Faculty Welfare.
- We received a question from a faculty member about the use of mean/median in salary raises. Parks will respond to the inquiry.

Unfinished Business

• **Compensation Identity update**

- Parks presented a draft compensation investment plan with a few different models to achieve 100% parity with the NCHEMS 51 peer group within five years.
 - Model options: All at once | Three years at 6% | Five years at 4.5%
 - Uses assumption of 1.5% increase annually for peers
 - Total with fringe, approximately 27 million to achieve peer median

DISCUSSION:

- Potential impacts of faculty leaving or retiring and being replaced at lower salaries
- Growth outlook for peers (enrollment trends may lead to continued slow growth)
- Smaller peer group impacts staff comparison more than faculty, as there are fewer matches for staff.
- Calculations will be done annually to provide a snapshot of where we are with salaries each year.
- Present all data with fringe factored in to give clearer picture of total cost.
- How to present to the BOT:
 - where salary investment fits into the bigger picture of University needs and priorities
 - provide concrete examples of average starting salaries for faculty
 - Clinefelter will investigate starting salaries at the community colleges for comparison.
 - Fischer will talk with Trustee Babbs about what would be helpful to present at the BOT level and talk with President Feinstein about commitment to a plan.

- **Adjunct/Overload pay rates – on hold**

- **Increase base raises for promotion**

- No one who was promoted received a parity increase this past year.
- As such, the data does not present a compelling enough case to increase the base raises for promotion at this time.
- The committee may decide to revisit the topic at a later date.

- **Sabbatical discussion – on hold**

New Business

- **Pay pool accounting error**

- \$106k of promotional increases were taken from the salary pool, meaning there are extra dollars to be distributed.
- Distribution will result in some pay increases at very small amounts.
- In the interest of equity, the committee agreed it is best to correct the accounting error and give people their due, even if it is a paltry amount.

MOTION: Fischer - It is moved to distribute the \$106k of parity dollars in the same manner as identified by the previous Salary Equity distribution plan regardless of the amount.

VOTE: Approved by voice vote.

- **Funding for promotion increases**

- Parks provided a proposal to change 3-3-701(1) to specify funding for promotional increases will be budgeted separately from the pay increase pool.
 - This would prevent issues like the pay pool accounting error above.
- The committee will review the proposal at a later meeting.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:59pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary